

HRC NEWS & VIEWS

Volume 11, Issue 9

OCTOBER 2015

EMPLOYEE OF THE QUARTER IS



Congratulations to Donna Hartzell, HRC Employee of the Quarter for October, November and December 2015!

Donna was recognized by a coworker with the following remark: Donna has continued to work hard and keep the upstairs clean even after the retirement of her cleaning partner. I think she deserves a little recognition.

Donna has worked as a Housekeeper since April 1979. She has many years of experience and is an asset to the program and facility.

Congratulations, Donna!



LESSONS IN LEADERSHIP COMPLETED



Marj Colburn and Heather Sidders participated in the *Lessons in Leadership* sessions to enhance their skills to build positive culture and lead teams pursuing excellence!

Thank you, Marj and Heather, for your dedication in pursuing education that will be shared as we continue to provide services to the youth of Nebraska!



IT'S FALL, Y'ALL BY MARJ COLBURN

It's cooling down out there! It still amazes me that we go from complaining about the heat and living in air conditioning to grabbing a sweater and turning on the furnace to take the chill off of the house. Good news is the people in the Kitchen are a lot more comfortable these days!

There have been lots of requests for information about the Regional Center lately. Part of it has to do with gearing up for the next Legislative session. Part of it has to do with our new Director and the focus on data-driven decisions. There has been no new information related to our renovation or any decision on what that will look like for us.

There was quite an article in the Hastings Tribune regarding the "Ingleside Kids" – a group of children who literally grew up on the campus here, living in the staff

apartments with their parents. I did have the opportunity to visit with them while they were on campus and they have some quite interesting stories to tell about their days here helping on the farm, roller skating in the tunnels, and hanging out at the creek back behind the buildings. They talk fondly of the patients who they considered to be friends and always kept an eye out for the kids. They also talked about working hard not to get into trouble, because no matter where they were or what they did, either staff or patients would rat them out! The scary part is I actually worked with two of the Ingleside kids when I first started out here. One gentleman was the subject of an article a few years back about how he had me terrified of all the animals and critters that would chase me or "get me" on the night shift, being the new, city-girl nurse! He didn't remember those events quite as clearly as I did!

It seems so quiet without all the flur-

ry of Charitable Giving activities, however, James and his Fa-La-La-La Committee are working on plans for a staff holiday party. This will be the first party in many, many years. I recall going to one party that was held after I started working here, but that was one of the last ones. I remember all of us bringing side dishes to go with meat that someone brought, and there was a DJ dance after that. I'm not sure what James and his crew are cooking up, but if it is as much fun as our CGC, it will be a great time.



FLU SHOTS BY CORINNE JENSEN

RNs Carol and Pat have been busy! As of this writing, 88 employees and 10 youth have received their flu vaccines. This is an 89% vaccination rate for staff. There are still flu vaccine available for staff, so just contact one of the nurses on-duty to receive your flu vaccine. If you do not wish to receive the annual flu vaccine, contact a nurse to sign a declination form to decline the flu vaccine. If you have any questions, talk with any of the nursing staff.

Getting your flu shot is not as bad as Randy (in photo) makes it look!

Thank you, Carol, Pat and Trista, for promoting a healthy lifestyle!

EMPLOYEE IN THE SPOTLIGHT BY GRANT JOHNSON



W e l l
f o l k s i t's
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we're back! I had a request to interview our Principal Leanne Wiemer in honor of National Teacher's Day. Leanne graciously sat down with me and gave me the scoop on her job as principal and life outside HRC and LRC. Leanne told me that she has worked in education for 34 years as a classroom teacher of Spanish, English, Yearbook and others. She was also a coach and a sponsor for numerous extracurricular activities. She worked in York,

Aurora, Cross County, and Iowa over her career before coming to HRC. When asked about her typical day Leanne told me that she rises around 4 a.m. and plays with her dogs, heads to work at HRC around 545 a.m.. When she gets to HRC, she gets the mail and then starts updating the youth's academic advancement plans. She then answers questions, visits the classroom, and whatever else she needs to do. She told me that the teachers have been really stepping up to cover extra duties on the days she is not here and she is very thankful for that. I then asked Leanne to tell me about her most memorable moment in her four months at HRC and she told me it was watching a certain youth getting ready to take the ACT and how impressed she was that the youth was preparing to take the test. She also told me that everyone at HRC has gone out of their way to make her feel welcome and she really enjoyed the

tortoise and hare and pie throwing contests we had for the Charitable Giving Campaign. When she's not at HRC or LRC she enjoys spending time with her granddaughter in Minnesota. She also is fluent in Spanish! She enjoys spending time with her dogs and is even working on raising some Poms (a Pomeranian with a Husky). Leanne has four siblings and also has two sons who are grown. One son is in Oral Surgery Residency at the Mayo clinic in Minnesota and her younger son is an English teacher. I wrapped up the interview by asking Leanne to give some advice for new employees at HRC and she told me that staff should not be afraid to ask for help. The support at HRC in every aspect can make your job easier. Those are great words for every employee at HRC! If you see Leanne around, be sure to congratulate her for being this month's spotlight employee!

MAINTENANCE UPDATE BY GARY PEISIGER AND CHERI DELAY

With cooler temps on the way, the AC will soon come to an end, and the heating systems will be readied for the cold temps that will arrive sooner or later. Mowing has slowed way down and the

thought of getting the snow equipment ready has begun. We had several big trees removed and still have several to go. The kitchen and the power plant have seen much activity with the repairs

to the AC and the leaks in old piping, along with boiler inspecting and cleaning due this year.

KITCHEN NEWS BY JEAN LUTHER

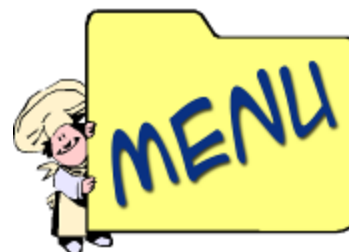
The kitchen staff suffered through another summer of guessing whether the air conditioning would be off or on when they came to work. There was a temporary fix that had to be done every two or three days. The good news is the state has requested a cooling tower to be installed with Task Force funds and cold weather is coming.

Jean and Marsha attended a food

show by Thompson Food Company in Grand Island. There were a few items we thought might be good additions to the menu and found some items to replace those discontinued. The show is overwhelming with the number of vendors and their wares.

We appreciate any feedback you can give regarding youth comments about menu items. If the

comments are consistent and widespread, we will consider replacing the item.



CRISIS AVERTED: DISASTER DRILL 2015 BY JEAN LUTHER

We did it! The Disaster Drill on September 9 was a rousing success. We learned a lot from last year's drill regarding the planning and the preparation. We wanted to make sure we gave enough information to the participants to set them up for success.



Yes, our drill started with HELP, HELP! That duty was given to Tamera Buscher. The drill planners staged a coach and two youth in the food room on 81 West. Cards were pinned to them describing their injuries from a tree on the west side of the building crashing into the window and hitting them.

When they screamed, Tami, who was in the TV room on 81 West with two youth, crossed the hall to see what happened. She radioed for help and the drill was on.

Peg Weseman was at the switchboard and announced that there was a "Mock Disaster Drill on 81 West. Respond as Appropriate. Repeat. Code D. This is a drill." The Youth Security Supervisors (YSS) responded and began to delegate duties. The ambulance was called to transport possible victims and the scene was secured. Medical staff arrived and initiated a system to assess and treat the victims.

Shane Curfman became the Incident Commander. Several YSS's assisted when given assignments. They set up an Incident Command in Heather's office, and Peg announced the location and phone number. A white board was set up to record actions. They followed the Job Action Sheets and notified all

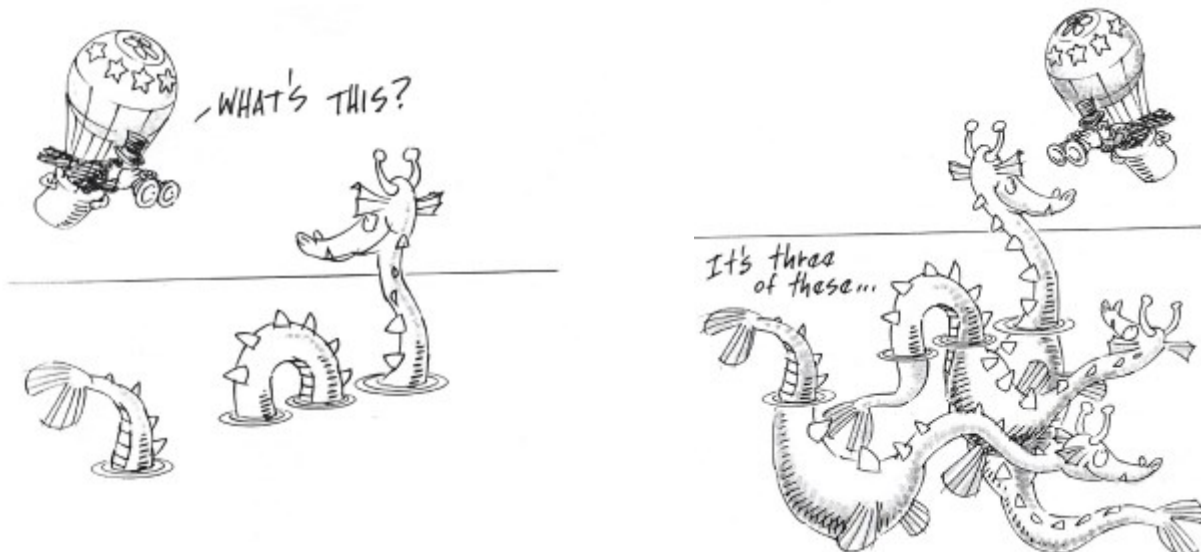
parties involved and performed the duties listed.

Other departments involved were Housekeeping, Health Information Management, Maintenance and Switchboard. The Hastings Fire Department Ambulance was the only outside agency that was mentioned as having a role in the emergency.

A debriefing was held after the drill to discuss the strengths and weaknesses. The weaknesses were minor and have been corrected. The strengths included setting up an incident command away from the scene, and staff knew their roles which were the main obstacles to the previous drill.

I am excited and thankful that this drill was a success. We continue to use small occurrences as incidents or drills with an Incident Commander. The drill report has been written and is available for staff to read by contacting Jean Luther at extension 3383.

IT'S ALL A MATTER OF PERSPECTIVE BY MARJ COLBURN



When we look at problems and situations, sometimes we think we have all the facts, when all we really have are the surface details. If we dig a little deeper, we may find that there is a lot more we don't know. Be sure your perception of a situation really covers all of the details.

CHARITABLE GIVING CAMPAIGN AWARDS

BY GRANT JOHNSON AND JEAN LUTHER



Grant, Jean and James proudly display the awards.

The event was 9-28-15 at the Governor's residence. Grant and James attended as representatives of HRC. The picnic was to honor the departments and facilities for participating in the campaign.

There were awards in several different categories going to overall teams. As a facility, Hastings Regional Center was the recipient of the DHHS Creativity Award for the Tortoise and the Hare race. Our facilities team leaders were also chosen by the team leaders as Most Valuable Players for their innovation, enthusiasm, creativity and dedication to the campaign. Our team (facility) was chosen because they went above and beyond expectation to help facilitate the campaign's message and have a positive impact on their team's success. This award goes to the whole facility for making this the best year ever, making over \$3,670. HRC employees should be proud of their dedication to the campaign and overall creativity during the event. Without ideas from staff, we would not have won our 2nd Creativity Award in 3 years! Thanks for all you do HRC employees!

YOU'RE A WINNER

- Thanks to the Maintenance guys for working with all of the buildings to keep temperatures livable as we have warm days and cold days.
- Congratulations to all of our employees who were honored at the Years of Service ceremony in Grand Island. Lots of talent and experience out there!
- Thanks to everyone who was able to attend the Trauma Training workshop presented by Kim Carpenter. It was a very good session, and we may have the opportunity to have her on campus again.

CELEBRATING YOU!



Thanks to our Nebraska Youth Academy staff: Leanne, Teresa, Kris, Kay, Kelsey, Brittany and Richard (not pictured) for inspiring our youth to learn.



2015 SERVICE AWARD CEREMONY

Congratulations to the following individuals who were recognized for years of service during October, State of Nebraska Employee Recognition Month. Byron Diamond, Director, Department of Administrative Services and Sheri Dawson, Director of Behavioral Health, presented DHHS employees their awards on October 1 in Grand Island. Grant Johnson hosted the Employee Recognition Tea on October 20 at HRC and presented employees with their awards.

5 YEARS

Grant Johnson and
Carol Staples



Byron Diamond,
Marnie Benson and
Sheri Dawson

10 YEARS



10 YEARS

Byron Diamond, Donna
Rodriguez and Sheri
Dawson





Byron Diamond; Sheri Dawson; John Hilgert, Director of the Division of Veterans' Homes; and Carolyn Brown.



Byron Diamond, Dan Fox and Sheri Dawson



Recognized, but unable to attend were Christina Martin and Randy Torske.



Byron Diamond,
Sheri Dawson and
Kennetha Conway

25 YEARS



Byron Diamond, Sheri
Dawson and Vicki
Maulucci



25 YEARS



Grant Johnson
and Jane Wells

Recognized, but unable to attend was Paula Thompson.



Byron Diamond,
Sheri Dawson and
Robin Adams



Byron Diamond,
Sheri Dawson and
Corinne Jensen



Mary Ann Koch and
Grant Johnson



Grant Johnson and
Linda Weber

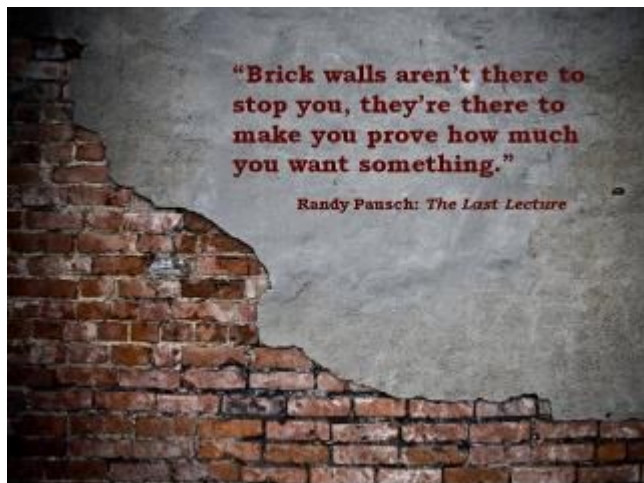
35 YEARS

35 YEARS

Grant Johnson
and Carolyn
Johnson



LIFE LESSONS FROM A 4-H BICYCLE RIDE BY JOE TYPE, VALUES COACH



Some years back I was on RAGBRAI (the annual bicycle ride across Iowa, which each year attracts about 20,000 riders from around the world). We had one of those 4-H days—a perfect storm of Heat, Humidity, Hills, and Headwind.

That's bicycling. That's life. You get 4-H days. Bad things happen to good people. And here are four things to remember that will help you make sure that the 4 H's don't ruin your day.

First, remember that you chose to be there. Of the 20,000 bike riders on the road that 4-H day, not one was indentured. Even the loudest complainers had voluntarily signed up and paid the admission fee, presumably because they wanted to ride.

No matter what happens, remember that you are where you are today because of choices that you made in the past, and no other reason. The "I didn't choose to be born" rationale for escaping responsibility stops being valid at somewhere around age eight.

Second, no matter how hard the ride, the view is still beautiful—if

you are aware of it. On those 4-H days that life throws our way, there's a tendency to never look up from the tops of our biking shoes. But as hard as you're working just to make it to the crest of the next hill, the view can take away what little breath you have left if you will just lift your head and look around.

Third, as anyone who's ever participated in a support group knows, shared adversity is often the cauldron in which some of life's most intimate friendships are formed. It is often when you're flat on your back that the most important people appear in your life. But if all you can see is the tops of your shoes, you might miss out on the chance to meet them.

And fourth, some of life's most memorable moments are memorable precisely because of the challenges. I guarantee that almost every rider who was on RAGBRAI that year remembers 4-H Thursday more vividly than they remember No-H Monday.

Whether theirs is the memory of the victim (Poor me, that was such a miserable day!) or the memory of the hero (It was one of the hardest days of my life, but I felt this incredible rush of accomplishment when I finally rolled into camp that evening!) is a choice made by each individual rider.

The image at the top of this article is from the beautiful book, *The Last Lecture* by the late Randy Pausch. He was a man who had everything to live for, yet was dying of terminal cancer. Knowing that he would die much too soon, he devoted his final days to writing a book about living. And he raises a crucial question.

Whatever it is you wish to accomplish in life, you will have 4-H days. You will run into brick walls. The obstacles and setbacks are not optional. But whether you face them as the victim or as the hero is your choice.

What do you want? How much do you want it?



Walk in Tub used by one owner briefly. \$850. Contact Peg Mohlman.

Staff and youth enjoy a game of Nine Square In the Air as part of Health and Wellness Week.



STEPHEN COLBERT'S GRATEFULNESS IS A GOOD REMINDER

BY RON CULBERSON, MSW, CSP

I sometimes wonder if we tend to look at our blessings through the wrong end of binoculars, and to look at our problems through a magnifying glass. It should probably be just the opposite.

In a recent interview, Stephen Colbert said, "It would be ungrateful not to take everything with gratitude. It doesn't mean you want it. I can hold both of those ideas in my head."

He was referring to circumstances in life that don't go as expected, but for which he feels we should still be grateful. He learned to adopt this attitude from both his mother and his faith. This is particularly extraordinary when you consider that Colbert's father and two brothers were killed in a plane crash when he was ten. He was not suggesting that he was grateful for the tragedy, but that he approaches all aspects of life with an overall attitude of gratitude.



Today, as I reflected on this concept, I decided to list the things for which I'm grateful, and share that list with you. Hopefully, it will encourage you to see similarly positive aspects of your own life.

I'm grateful that . . .

I woke up this morning. Life works out much better when you wake up. If you don't wake up at all, it can be unsettling.

I woke up next to my best friend. Marriage can be a challenge sometimes, but when you marry your best friend, it's much easier. And remembering that she is my best friend keeps me focused on why I married her in the first place.

I awoke in a comfortable bed in a comfortable house. Having a comfortable shelter is an amazing gift that should never be taken for granted. I'm protected from the elements and can rest safely at night - even though I still can't figure out how those stink bugs keep getting in.

I drank a strong, hot cup of coffee. We can easily take little pleasures for granted. But a well-brewed cup of coffee is an amazing pleasure that many people may not have the opportunity to enjoy. I relish every sip. And I enjoy the caffeination-ness that comes with it as well.

I can enjoy my house and the furnishings that provide comfort. A nice chair, a bright light, a desk, and a thick rug that feels good on my bare feet all make my life more comfortable. I do not take these lightly, or heavily for that matter.

I ate breakfast and my stomach was full afterwards. I see many hungry people as I travel across the country and I know how blessed I am to eat every day.

I took a hot shower. While, as a country boy, I don't feel the need to shower every day, my wife prefers that I do. But isn't it amazing that a simple turn of the knob results in warm soothing water all over my body? The bone-chilling shock of a cold shower is all I need to remind me of this gratitude.

I got dressed and had clothing choices. I don't have to wear the same clothes every day or even every week. With so much poverty in our world, a change of clothes is not insignificant. While my fashion sense may imply that I don't have *that* many choices, I really do.

I am physically able. We take our physical abilities for granted until we no longer have them. I have friends with physical impairments, vision loss or hearing problems who

go through life with a much better attitude than some of my fully abled friends. We should learn from that.

I drove to the store. As a teenager, I remember being told that driving is a privilege, not a right. Our mobility is important to connect us with people, places and things. To have a well-running car is a blessing.

I paid my bills. I feel grateful that I don't have to regularly worry about how I will pay my bills. Many people struggle from month to month wondering if they can make ends meet. I know that I am lucky to have a job and a regular paycheck.

I have friends and family who care about me. My relationships in life are valuable to me. These relationships will be the aspect of life that sustains me. But, I must remember that relationships don't maintain themselves. They must be nurtured.

There are many other areas in life for which I'm grateful, but I came up with this list before I even started my day! I believe it's these routine things that we often take for granted. And yet, when we start our day being grateful for the seemingly insignificant aspects of our lives, how can the day go wrong?

So, you may wonder, what am I NOT grateful for? I could easily outline the things for which I am not appreciative. But, why would I do that? Isn't it more powerful to focus on the blessings than to point out the flaws in our life or work? I would not be better for focusing on the negative. So, suffice it to say that I choose to study the grateful list rather than to create an ungrateful one.

Life is full of choices. One of the most powerful is to choose to be grateful. Stephen Colbert has built his life on it. Maybe we can too.

“THROUGH THESE GATES PASS THE GREATEST FANS IN COLLEGE FOOTBALL” BY ALEX GARCIA, MARY OSBORNE, WENDY WALGRAVE



This inscription (title of article) is above all gates at Memorial Stadium in Lincoln, Nebraska. The loyalty and devotion of Husker fans is legendary. Support of their team has not been a problem for Nebraska fans since 1962 and continues today with the longest sell out streak in the history of college football.

In 2000, so many Nebraska Cornhusker fans attended the game at Notre Dame Stadium in Indiana that the television announcers described it as appearing to be an away game for Notre Dame.

base in America. In interviews, players cited fan support and appreciation as being a large part of their decision to play for Nebraska.

A DHHS Core Competency is **Demonstrates Support of Their Team**: Shows respect for team leadership; promotes a friendly climate, good morale, and cooperative team relationships; values all team members.

Similar to the Husker players noting how important fan support is, when employees feel their contribution is valued they perform better at work, are absent less frequently, and are

In 2014, “Business Insider”, a business and technology news website, ranked Nebraska as having the most loyal college football fan

less likely to quit their job. Research shows that when people feel supported in their jobs there is:

1. Increased commitment
2. Improved job satisfaction and mood
3. Increased interest in work
4. Increased performance
5. Decreased psychological strain
6. Increased desire to remain working for the organization
7. Decreased withdrawal (including decreased lateness, absenteeism and turnover)

Teamwork fosters a cooperative atmosphere where employees have a positive attitude about the job and also ensure greater efficiency. Employees cooperate with each other when they have confidence in other members of their team, when they know their discretionary help will be reciprocated and when everyone believes the work is fairly distributed.

How do you support your team?

WELCOME NEW EMPLOYEES

Please join us in welcoming our new Youth Security Specialists on the afternoon shift in HJCDP.



Briana Acton



Shanika Freeman



John McClain

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It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size & content.

AA/EOE/ADA

FRUIT DIP FROM THE KITCHEN OF KELSEY ALCORN

8 oz. cream cheese
13 oz. jar Marshmallow Whip

Blend the ingredients together until smooth. Enjoy with apples or any type of fruit.

GARDEN POTATO SALAD FROM THE KITCHEN OF MARJ COLBURN

6 large potatoes (about 3 pounds), cooked, peeled and cubed
4 hard-cooked eggs, sliced
2 celery ribs, diced
6 green onions with tops, sliced
6 radishes, sliced
1 teaspoon salt
1/2 teaspoon pepper

DRESSING:

3 eggs beaten 1/4 cup vinegar 1/4 cup sugar
1/2 teaspoon dry mustard 1/2 teaspoon salt 1 cup mayonnaise

In a large bowl, combine potatoes, eggs, celery, green onions, radishes, salt and pepper; set aside. For dressing, combine eggs, vinegar, sugar, dry mustard and salt in a saucepan. Cook and stir over medium heat until thickened. Cool. Stir in mayonnaise; mix well. Pour over potato mixture; toss to coat. Refrigerate for several hours. Yield: 8 servings.

APPLE DIP FROM THE KITCHEN OF CHERI DELAY

8 oz. cream cheese
1 bag of Heath bar bits
3/4 cup light brown sugar
1/2 cup regular white sugar
1 tsp. vanilla
Mix ingredients together and enjoy.

HIM OPEN HOUSE



Pam Schwabauer hosted an Open House for Health Information Management on October 13. Pam shared some history on old records, current practices and provided some delicious treats. Thanks, Pam for the informative presentation.

